

# ▶ **Make a more caring and gender equal world of work a reality for all**

BEES Knowledge Hub Webinar series, November 22, 2023

## Promoting a continuum of care leave policies and care services from pregnancy to old age

Maternity  
Protection

Paternity  
Leave

Parental  
Leave

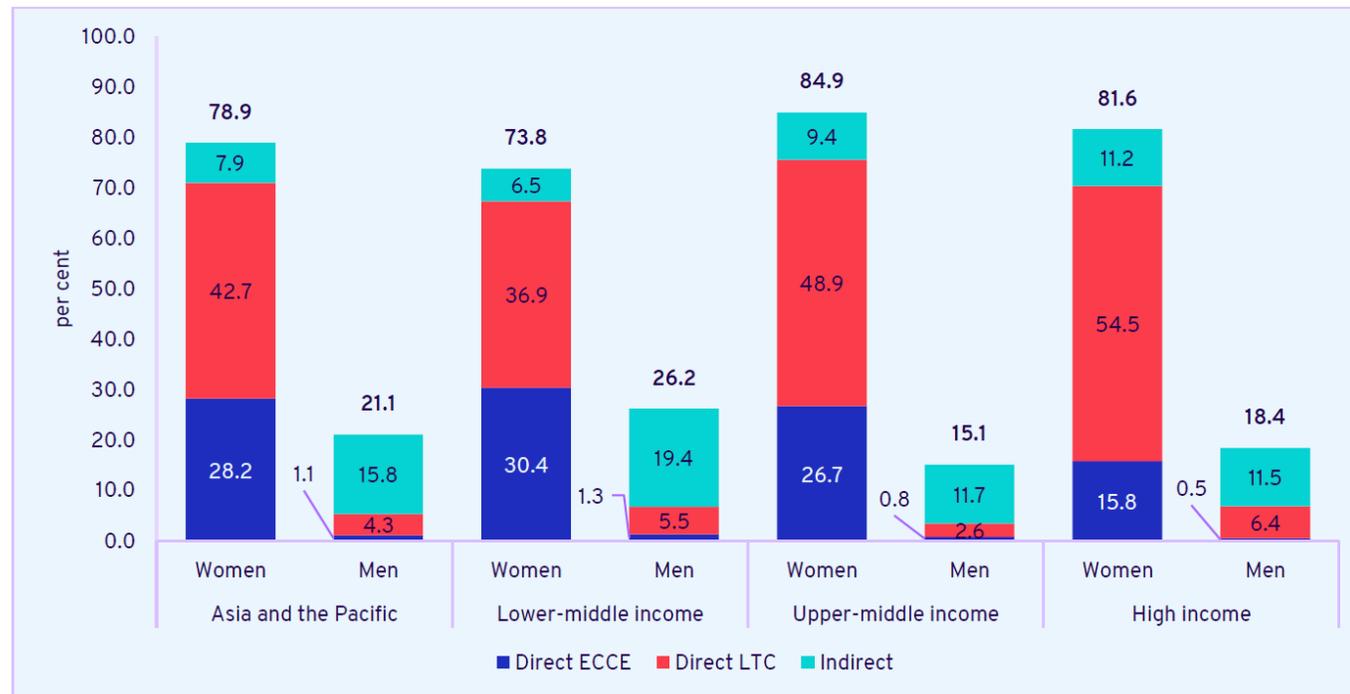
Childcare  
Services

Long-  
term Care  
Services

**Importance of government leadership for accessible, affordable, quality care services, with decent work for care workers**

# The Opportunity: Investing in transformative care policies and services could generate 178 million jobs by 2035

**Employment creation from investment in care services in 22 countries in Asia and the Pacific, (ILO Care Policy Simulator, 2023)**



## **The Opportunity :Some key findings from recent ILO reports on investing in transformative care policies and services**

- It would boost the employment rate of women, as 78.9 per cent of those jobs would go to women and 92.8% of the jobs would be formal**
- Average increase in women's employment rates would range between 8.9-11.1 per cent**
- A reduction of 11 per cent of the average gender gap in monthly earnings (7.7 per cent in 2035 from 18.7 per cent in 2019)**

## The Opportunity :Some key findings from recent ILO reports on investing in transformative care policies and services

- ▶ Positive contribution to decent work for precarious care workers – **ILO estimates 22 per cent of home-based care work is provided by domestic workers** (globally) – decent work?
- ▶ **12 out of 33** countries in the region **comply** with the main minimal standards of the ILO **Maternity Protection** Convention (no. 183) and 3 countries in the region have ratified the **Workers with Family Responsibilities** Convention (no. 156)
- ▶ In **19 out of 33** countries in Asia and the Pacific, there is a legal provision on **paternity leave**, with an average duration of **7 days**

## Some key findings from recent ILO reports on care economy

- ▶ An average **childcare** policy gap of **4.4 years (52.8 months)** is found in the Asia-Pacific region (**0-2 yr most critical\***) – causing motherhood penalties in pay, employment and leadership
- ▶ **14 countries out of 33** have **public long-term care services** for older persons, although in 7 of those countries, provisions are limited
- ▶ Demand for **long-term care** services raised due to increase life expectancy and aging populations
- ▶ Significant gaps in care policy coverage for **self-employed, adoptive parents** and **same-sex** parents

## Care Policy Investment Simulator



International  
Labour  
Organization

### ILO Care Policy Investment Simulator

Build tailor-made care policy investment packages

Set your policy parameters in **4 care policy areas:**

- Maternity, paternity and parental leave
- Breastfeeding breaks
- Early childhood care and education services
- Long-term care services

Get results for **over 80 countries** on:

- Public investment requirements
- Job generation
- Reduction in gender employment gaps
- Reduction in gender earning gaps
- Return on investment

Available in **English, French** and **Spanish**

To visit, scan:



[ilo.org/globalcare](https://ilo.org/globalcare)

## Care Policy Platform



International  
Labour  
Organization

### ILO Global Care Policy Portal

The knowledge platform on country-level care policies

Over **60 legal and statistical indicators** for more than **180 countries** on:

- Maternity leave
- Paternity leave
- Parental leave
- Breastfeeding at work
- Childcare services
- Long-term care services and much more...

Explore and analyse the data through **interactive maps, tables and country profiles.**

Available in **English, French** and **Spanish**

Including the ILO Care Policy Investment Simulator →

To visit, scan:



[ilo.org/globalcare](https://ilo.org/globalcare)

## ▶ The ILO 5R framework: A high road to care work with gender equality

**R**ecognise, **R**educe and **R**edistribute  
unpaid care work

**R**eward more  
and better jobs  
for care  
workers

**R**epresentation, social  
dialogue and collective  
bargaining for care  
workers

Care policies

Macroeconomic  
policies

Social  
protection  
policies

Labour  
policies

Migration  
policies

## Accelerating support for investment in care policies: ILO Areas of Action

- ▶ Building **knowledge, data and awareness** of paid and unpaid care work and their impact on the world of work and changing social norms
- ▶ **Identifying the care needs** of target populations and building the fiscal, regulatory and technical capacity to design, finance and implement inclusive care policies, including through inter-agency multi-lateral support
- ▶ Promoting **investments** in the care economy
- ▶ **Designing rights-based programmes**, through social dialogue (policies, services)
- ▶ Enhancing the **capacity** of governments, workers' organizations and employers' organizations to contribute to **care policy development and implementation**

## Conclusion: Key policy messages

- ✔ **Public investments** in universal childcare and long-term care services generate decent jobs, supports the economy, enables women to stay in the labour force, promotes health and well-being and is gender transformative
- ✔ **A continuum of care** leave policies and care services are required – from maternity to long-term care along the life cycle – **5R framework** provides guidance
- ✔ **Family-friendly policies and flexible working time** arrangements complement and support the evolving needs of workers with family responsibilities
- ✔ **Governments, employers' and workers' organizations**, with private sector, civil society and academia, have a role to play to **prioritize care investments in national agendas** as important crisis and resilience strategies
- ✔ **Decent work and representation of care workers** generates a **virtuous cycle** for quality services and upholds fundamental labour rights for care workers and beneficiaries

## Select Resources

[ILO thematic page on the care economy \(ilo.org\)](#)

[Global Care Policy Portal and Simulator](#)

[Care at Work: Investing in care leave and services for a more gender equal world of work](#)

[Investments in childcare for gender equality in Asia and the Pacific \(ILO, ADB, UNDP, UNRISD\)](#)

[Care work and care jobs for the future of work \(ilo.org\)](#)

[WE-Master online learning modules from ITC-ILO](#)

[Company good practices](#)

### Care Conventions:

[Workers with Family Responsibilities Convention, No. 156](#)

[Maternity Protection Convention No. 183](#)

[Domestic Workers' Convention, No. 189](#)

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Gender, Equality and Non-discrimination in the world of work  
Decent work technical team for East Asia, South East Asia and the Pacific

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